



LOWELL PUBLIC SCHOOLS
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Office of Personnel and Recruitment

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To: Dr. Joel Boyd, Superintendent of Schools
From: Dr. James Hall, Chief Operating Officer
Date: November 12, 2021
Re: Permission to Post: Positive Behavioral Resource Teacher (UTL)

Request Positive Behavioral Resource Teacher be authorized for posting as a UTL teacher position. I have attached a proposed job description for the School Committee's consideration.

POSITIVE BEHAVIORAL RESOURCE TEACHER

The Positive Behavioral Resource (PBR) Teacher plays an important role in the school-wide implementation of interventions and support for students at an assigned elementary, K-8, middle or high school within Lowell Public Schools. The PBR Teacher meets regularly with teachers, support staff and school-based leaders to ensure a unified vision for supporting students and staff in implementation of the school's behavioral support system and the district-wide student handbook. The PBR Teacher provides both in-classroom and pull-out support for students and staff, supports the facilitation of regular meetings of school-based teams, and leads professional learning sessions for teachers and support staff to roll out and monitor consistent implementation of an effective behavioral support system throughout the school community.

Role and Responsibilities

- Actively engages and responds to feedback from staff to ensure that behavioral barriers to student success are addressed immediately.
- Supports teachers in implementing effective behavior management strategies through in-classroom coaching and modeling for teachers, and targeted within-class and pull-out small group and individual lessons for students.
- Ensures that school teams work together cohesively to provide high quality direction and support to staff and students in implementing a positive behavior management framework.
- Collaborates with teachers, support staff and the school-based leadership team to build a calendar of school events that get students and staff invested in a positive school climate.
- Supports and leads individual, team level and whole school professional development for staff.
- Collaborates with staff to review the school-based Quality Improvement Plan to ensure appropriate progress is being made and any obstacles are anticipated and addressed.
- Reviews student engagement, attendance and discipline data frequently to identify behavioral focus areas.
- Participates in local, regional and national training for classroom management.
- Communicates regularly with families and community-based partner organizations regarding student behavior and school climate.
- Supports school-based leaders with additional responsibilities as determined to be necessary to meet the needs and goals of maintaining a positive school climate.

Qualifications

- Massachusetts Teacher license in one or more subject areas at the grade levels served at the assigned school-site required, additional endorsements as a teacher of English Learners and/or Special Education preferred.
- Bachelor's degree or higher from an accredited college or university in an education-related discipline required, Master's Degree preferred.
- Minimum of three (3) years of successful prior teaching experience; experience in an urban school environment in the Commonwealth of Massachusetts preferred.
- Knowledge of research related to effective classroom management and school climate.
- Demonstrated leadership and project management skills.
- Ability to work collaboratively with various groups and gain consensus.

- Demonstrated excellent oral and written communication skills required, Bilingual preferred.
- Demonstrated strong interpersonal skills with individuals, teams, and groups, (teachers, parents, administrators, and support staff).
- Relevant work experience will be considered as alternatives to the above qualifications.

Affiliation: United Teachers of Lowell

Compensation: Salary and benefits commensurate with the full-time teacher salary schedule, determined based on the successful candidate's education and experience

**Recent retirees from the Lowell Public Schools are also encouraged to apply. Successful candidates, who have recently retired, may be eligible for an alternate, per diem compensation package that is consistent with the current Collective Bargaining Agreement between Lowell Public Schools and the United Teachers of Lowell and the prevailing laws regarding compensation for retirees who return to work while drawing benefits through the Massachusetts Teacher Retirement System (MTRS).*